



THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR RELATIONS
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JOINT LABOR-MANAGEMENT
COMMITTEE FOR
MUNICIPAL POLICE AND FIRE
JOHN W. HANSON
CHAIR

MEETING MINUTES FOR
FEBRUARY 11, 2016

Pursuant to M.G.L. c. 30A § 20(c), and the Open Meeting Law Regulations, 940 CMR 29.03 (6), the Joint Labor-Management Committee for Municipal Police and Fire hereby gives notice that the Committee will meet on:

DATE: February 11, 2016

CALL TO ORDER: 11:05 a.m. – Full Committee Meeting

LOCATION: Offices of the Joint Labor-Management Committee,
19 Staniford St., 1st Floor, Boston, MA 02114-2502

Attendees: Chairman Hanson, Police Chair Cummings, Hubley, Demille, Perreira, Scanzio, Nelson, Petrin, Morgado, Cabral, Tranfaglia, and Reddy

Mediators: Harrington, Griffin, Gookin, Feldman-Boshes, Bevilacqua

• *Administrative updates:*

- Accept Meeting Minutes from 1-28-16
Motion by Reddy and 2nd by Tranfaglia. Passed
- Report from the Chair.
The Chairman opened the meeting with information regarding the positions. The positions are now posted on the state's employment website. He let the Committee know that he sent a link to the position to everyone on the committee in the hopes that, if they know anyone who may be interested in the position, they can share it with them and encourage them to apply. The chairman also discussed the process by which the hiring will proceed. He talked about the Labor committee members and Management committee members each forming a subcommittee for the purpose of interviewing applicants. The chair also discussed his intent of, once the resumes start coming in, to go through and bring strong candidates to the subcommittees for the interview to narrow down the pool of applicants. The committee discussed where the job posting would appear. The chair stated that they would appear on the states website and respective job websites that regularly post state positions (Monster.com, Indeed.com, Careerbuilders.com, etc). Management members questioned if the job posting for the Management Staff Representative would be posted on MMA's news letter. The chair agreed to look into posting the job in that publication.

The Chairman discussed a situation that occurred in a Worcester Fire JLMC case that was voted to go to arbitration. The City's attorney wrote a letter to the chair

discussing a conflict of interest with one of the seven arbitrators who was on a list sent to the parties on February 1, 2016. One of the arbitrators on the list has a history with the city. The attorney for the City wants a new name to replace the one with the conflict. The chairman discussed with the committee how this would be avoided in future. Currently, names are randomly picked from a list and sent to the parties, the chairman proposes that he assign the arbitrators who appear on the list. He has more knowledge of who may have a conflict and who will not. As for the currently situation the chairman decided that, because the parties are given 7 names and 3 strikes, the list of names will stand and the city attorney can strike the name of the arbitrator with the history with the city.

The chairman discussed the subcommittee that was formed to research and discuss the current JLMC findings. He himself has gone through some past cases and has a list of questions or points that the subcommittee may want to review, one of them being, if a committee member who is assigned to a case has a last minute emergency and cannot make a arbitration hearing date, what should be done, appoint a temporary member, postpone arbitration and the management (if the management committee member is the one with the emergency) or the labor (if the labor committee member is the one with the emergency) should pay the arbitrator's fee for that day? This does not need to be decided now, but the subcommittee should add that to the items they address and present to the full committee.

- *Petitions, Jurisdiction and Awaiting Funding List (AFL) Cases:*

Case Number	City/Town	Mediator	Topic/Vote
1. JLM-15-4873 Motion by Reddy and 2nd by Tranfaglia. Passed.	Duxbury Fire	Carol	Jurisdiction
2. JLM-15-5010 Motion by Reddy and 2nd by Tranfaglia. Passed.	Springfield Dst Chief	Brian	Jurisdiction
3. JLM-15-4983 Motion by Cummings and 2nd by Tranfaglia. Passed.	Charlton Police	Brian	Jurisdiction
4. JLM-14-4078 Motion by Cummings and 2nd by Tranfaglia. Passed.	Winthrop Police	Kevin	Move to A/F/L
5. JLM-15-4470 No Action Taken	Woburn Superiors	Heather	Vote to 3a
6. JLM-14-4460 No Action Taken	Woburn Patrol	Heather	Vote to 3a

Already remove from Time Matters Open Case List:

1. JLM-15-4642 Vote postponed until committee receives settlement sheet	Andover Patrol	Heather	Removed and Funded.
2. JLM-15-4643 Vote postponed until committee receives settlement sheet	Andover Superiors	Heather	Removed and Funded.
3. JLM-15-4919 Motion by Tranfaglia and 2nd by Cummings. Passed.	Upton Police	Erica	Removed and Funded.
4. JLM-14-4003 Motion by Tranfaglia and 2nd by Reddy. Passed.	E. Bridgewater	Carol	Removed and Funded.
5. JLM-13-3150 Motion by Tranfaglia and 2nd by Reddy. Passed.	Scituate Fire	Joe	Removed and Funded.

- *Any other business that may legally come before the committee:*
- *Adjournment at 11:51 am*

Recorded by Gwenn Kelley, Collection Bargaining Election Specialist II.